

# PROFESSIONAL STANDARDS BOARD

Meeting of Thursday, October 1, 2009

1:15 p.m.

Cabinet Room, Department of Education  
2<sup>nd</sup> Floor South Wing, Townsend Building

## MINUTES

**Members Present:** Michael Casson, Joanne Christian, Marilyn Dollard, Karen Gordon, Cristy Greaves, Lori Hudson, David Kohan, Jill Lewandowski, Wendy Murray, Gretchen Pikus, Whitney Price, Karen Schilling-Ross, Shelley Rouser, and Kathleen Thomas

**Members Absent:** Samtra Devard and Juanita Wilson

**Others Present:** Charlie Michels, PSB Executive Director; Pearl Carrington, Secretary Paula Fontello, Deputy Attorney General; Judi Coffield, Policy Analyst for the State Board of Education, Debra Stevens, DSEA, Diane Donahue, DSEA, Scott Reihm, DASA, and Joanne Reihm, DOE

### Opening:

**Call to Order:** Ms. Thomas, Professional Standards Board Chair called the meeting to order at 1:20 p.m.

**Approval of Agenda:** A motion was made by Ms. Pikus and seconded by Dr. Casson to approve the Agenda. The motion carried.

**Approval of Minutes:** A motion was made by Dr. Greaves and seconded by Ms. Lewandowski to approve the Board Meeting minutes of August 6, 2009 with the correction on page 4, fourth line to read, “~~their~~ there were concerns regarding the actual implementation of the regulation, relative to the Licensure requirements”. The motion carried.

### II. Public Comment (None)

### III. Presentation

Ms. Joanne Reihm shared a PowerPoint presentation of the DE AYP Summative Report. She reported that the information is also available on the DOE website. She reviewed with Members the AYP system that is driven by student participation/attendance, other academic indicators, and performance. From 2003 to 2009 the AYP ‘bar’ has been raised consistently, which impacts the ratings, but overall, the number of schools who have met AYP has increased. Ms. Reihm answered several questions raised by the Board.

#### IV. Executive Director's Report

- **Mentoring:** The Department has approved in concert with the Office of Management and Budget, a pilot for a unique system of mentoring in the Lake Forest School District. LFSD is hiring one experienced educator to be both the Lead Mentor and the mentor to all of the teachers in Lake Forest who are on an Initial License, as opposed to having a variety of people do the job. It is anticipated that this pilot will generate a savings of about \$10,000.
- **State Board of Education Meeting:** The Office of Professional Accountability has been keeping track of Teach For America transcripts, Praxis I and II examination scores and the application for Emergency Certificates by districts or charter schools for their Teach for America core members. At this time of the school year, it does however, take a while for the Office to review all of the incoming documents. Mr. Michels spoke at the September State Board of Education meeting regarding the possible missing Praxis I and II scores, incomplete transcripts and relatively a small percentage of applications for Emergency Certificates. Mr. Michels shared his concern with the State Board and the Department of the dichotomy between the requirements in Statute, the Teach For America signed agreement with the Secretary of Education and the current status of the Corp members, who were actively teaching in classrooms at that moment in time. Mr. Cruce of the Department is expected, as per a State Board request, to provide an update to the State Board in October.
- **DOE Office of Professional Accountability:** The Office has been working on making changes in DEEDS relative to the Emergency Certificate application. It has not been as easy as was anticipated and is still a work in progress by Mr. Michels and the DEEDS programmer.
- **DOE Strategic Plan:** Mr. Michels stated that he was involved in the Department's Teacher Effectiveness Innovative Action Team, the results of which went to DOE Cabinet in combination with the other Teams. The results of the Teams' work helped to formulate a draft of the DOE Strategic Plan. The DOE's Strategic Plan draft has since been sent to the Governor's Office for review. As reflected by a DOE communication, it understood this Strategic Plan is not just a DOE initiative; it crosses State agencies and touches many constituencies. Given the educational reform strategies presented in the Strategic Plan, it must be reviewed and weighed against all options to ensure it comports with State-wide objectives. Final decisions regarding the Strategic Plan will lay the foundation for Delaware's Race to the Top application.
- ***The Professional Standards Board's Ethical Guideline for Educators:*** Dr. Susan Bunting, Superintendent of Indian River and the current President of DE School Chiefs Association, will be presenting the ***Guideline*** to the School Chiefs during their October 3<sup>rd</sup> Retreat, as per a request from Mr. Michels. Mr. Michels has also shared the ***Guideline*** with various Personnel Directors. He is currently working on distributing the document to a wide variety of groups and stakeholders. DOE's Dr. Barton will be sending the ***Guideline*** out in his weekly Memo to district and charter school Personnel Directors.

- **Legal Counsel Concerns:** Ms. Fontello, the PSB DAG, is taking a six month Leave, effective October 16, 2009. Coverage during her absence is being determined.

## **V. Discussion**

### **A. 1517 Permits Para Educators**

Mr. Michels introduced the amended regulation and spoke to some changes in the document since the last meeting. The main question for the Board to consider was as professional development Options are amended in the Continuing License regulation, should they be duplicated in the Paraeducator Options for Permit renewal. The standing regulation requirement for 15 hours of professional development met the approval of the Board, as well as the 'roll-out' language for possible Option changes. Mr. Michels did indicate that it would be in the best interest of the Board to finalize the approval of regulation *1511 Issuance and Renewal of Continuing License* before preceding with the amendments in order to increase the possibility of a more smooth Publication and Approval process. Mr. Michels once again asked the Board to reflect on these possibilities and request feedback from their various constituent groups. Ms. Thomas stated that one of her concerns is that in her district, paraeducators were not longer attending any professional development days. She wanted to make sure that professional development opportunities were available for paraeducators. Mr. Michels said he would attempt to address this issue. An additional concern was voiced that on occasion, a paraprofessional is interested in becoming a teacher, so rather than limiting the current testing options to qualify as a paraeducators, might the PSB consider adding Praxis I cut scores. Mr. Michels indicated he would look into this option as well .

### **B. 1503 Educator Mentoring**

Mr. Michels introduced and reviewed some of the changes he has made in the regulation, as reflected by the discussion during the last PSB meeting and with conversations with Ms. Thomas and Ms. Fontello. It is critical that definitions and mentoring requirements in the Mentoring, Initial License and Continuing License regulations are indeed consistent. There was lengthy discussion on, as a matter of principle, whether to keep references within the regulation to Dr. Danielson's work as a basis for mentoring. The Board has expressed concerns in the past and Mr. Michels has made a concerted effort to eliminate corporate or trademarked references, and/or program titles which could change, from within regulation language. It was pointed out to the Board in this specific case, that without the references to aligning the DE Mentoring Program to Dr. Danielson's work that the Department could choose any educational research or published work in the future as a basis for the Mentoring Program. The consensus of the Board then was to keep the current language in this area. The review of this regulation is a work in progress. Ms. Thomas and Mr. Michels, with input from the DOE Department staff, will continue to work on the regulation.

### **C. 1582 School Nurse**

Mr. Michels stated that he met with Ms. Linda Wolf, Education Associate of School Nursing and her immediate supervisor, Mr. Michael Jackson, Education Associate of Finance to review the latest draft of regulation *1582 School Nurse*. Ms. Wolf requested, with the approval of Mr. Jackson, that it was critical to include within the regulation the requirement

for School Nurses to complete an additional 90 clock hours of professional development exclusively tailored to the unique responsibilities of a School Nurse. This requirement had been added to the latest draft of the regulation. The Board discussed one standing certification requirement for School Nurse of a Bachelors degree exclusively in the area of Nursing or School Nursing. Several Board members voiced an opinion that a 4 year Bachelors degree in any area, in combination with the requirement that applicants also attain the Registered Nurse License from the DE Board of Nursing, would be less restrictive and might attract more applicants in this critical area. As the Board discussed the responsibilities of School Nurses, it was noted that Wellness Centers are not staffed by 'School Nurses'. It was also pointed out that the option to eliminate this Standard Certificate would leave the criteria for eligibility and hiring decisions to districts and charter schools. This change could result in School Nurses working in DE schools with considerably fewer knowledge and skills than presently required. After a lengthy discussion, Mr. Michels stated that he will present the Board's concerns forward to the DOE and that more research is needed prior to consideration to Publish. It was also noted that it appeared that the DOE was going to move forward with statute changes to address the 'student teaching' Initial Licensure requirement.

#### **D. 1510 Issuance of Initial License**

There was open discussion of this regulation amongst the Board relative to the current draft forwarded to the Members. Again it was pointed out that it is critical that changes in this regulation are reflective of proposed changes in the Mentoring and Continuing License regulations. The Board needs to continue its review of this regulation, but Mr. Michels once again suggested that the PSB wait until the Continuing License regulation meets Final Approval before moving forward for Publication with this regulation. The Board agreed with his suggestion.

### **VI. Action Items**

*It should be noted that Ms. Gordon, Ms. Christian and Ms. Dollard left the meeting early, due to prior commitments*

#### **A. DE State Teacher of the Year Stipend**

Ms. Hudson moved and Mr. Kohan seconded a motion to approve a stipend of \$250 for the 2010 Delaware State Teacher of the Year. The motion carried.

#### **B. 1511 Issuance and Renewal of Continuing License**

Mr. Michels stated that this regulation was reviewed electronically and via hard copies by DOE Cabinet. Mr. Michels received positive feedback from Dr. Owens, Associate Secretary, Career/Adult Education and Consolidated Programs. Mr. Cruz and Dr. Barton of the DOE have worked closely with Ms. Thomas, Ms. Fontello and Mr. Michels on this regulation over the last month and have shared no concerns with the final draft as presented to the Board for Publication. A discussion followed regarding some of the recent changes in the language and the proposed Options and availability of those. Dr. Greaves moved and Ms. Hudson seconded a motion to Publish *1511 Issuance and Renewal of Continuing License*. Upon a less than unanimous verbal vote, Mr. Michels requested a roll call vote be taken.

**Roll Call Vote**

Dr. Casson	Yes
Dr. Greaves	Yes
Ms. Hudson	Yes
Mr. Kohan	Yes
Ms. Lewandowski	Yes
Ms. Murray	Yes
Ms. Pikus	Yes
Ms. Price	Yes
Ms. Ross	No
Dr. Rouser	Yes
Ms. Thomas	Yes

The motion carried with ten yes votes and one no vote.

**C. 1507 Alternative Routes to Teacher Licensure and Certification Program**

After a discussion, which included concerns shared about the appropriateness of the inclusion of the Teach For America title in the regulation, Ms. Hudson moved and Ms. Price seconded a motion incorporating the recommendations from the Governor's Advisory Council for Exceptional Citizens (GACEC) and the State Council for Persons with Disabilities (SCPD), for Final Approval. These recommendations were determined by the Board to be non-substantive. Upon a less than unanimous verbal vote, Mr. Michels requested a roll call vote be taken.

**Roll Call Vote**

Dr. Casson	Yes
Dr. Greaves	Yes
Ms. Hudson	Yes
Mr. Kohan	Yes
Ms. Lewandowski	Yes
Ms. Murray	Yes
Ms. Pikus	No
Ms. Price	Yes
Ms. Ross	Yes
Dr. Rouser	Yes
Ms. Thomas	Yes

The motion carried with ten yes votes and one no vote.

**D. 1512 Issuance and Renewal of Advanced License**

Mr. Michels stated that he has received written comments from both the GACEC and the SCPD. The Board considered the suggestion to amend the Published definition of Exigent Circumstances and declined to adopt the suggestion. Ms. Pikus moved and Ms. Lewandowski seconded a motion for Final Approval of *1512 Issuance and Renewal of Advanced License*. The motion carried.

**E. 1590 Delaware Administrator Standards**

Mr. Michels indicated that he had received no written comments to date. The Board shared no further concerns.. Ms. Pikus moved and Ms. Murray seconded a motion for Final Approval of *1590 Delaware Administrators Standards*. The motion carried.

**F. 2009-2010 Approved Clusters, amended**

The PSB and the SBE, as required in statute, must annually review, modify as necessary, and affirm a list of Approved Clusters for Fiscal Year 2010. The list presented had been updated since the September 3, 2009 PSB meeting. Mr. Michels presented the amended approved clusters list and an addition list indicating expired clusters. Dr. Greaves moved and Mr. Kohan seconded a motion to approve the 2009-2010 9 Cluster List. The motion carried.

**VII. PSB Standing Committees**

**A. Licensure and Certification Criteria**

The Licensure and Certification Criteria Committee has not met.

**B. Professional Development and Associated Compensation.**

The Professional Development and Associated Compensation Committee has not met.

**VIII. Other**

**IX. Public Comment**

None

**X. Adjournment**

A motion was made by Ms. Pikus and seconded by Ms. Lewandowski to adjourn the meeting. The motion carried. The meeting adjourned at 5:00 P.M.

**During the course of this meeting, the Professional Standards Board may enter into Executive Session to consider strategy with respect to pending and potential litigation or with respect to personnel issues. The Professional Standards Board may also take breaks.**

**The times designated on the agenda are approximate and are listed for administrative purposes only. The Professional Standards Board reserves the right, pursuant to Section 10004(e) of the Freedom of Information Act, to hear any matter out of its order during the meeting.**